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No. 53

The Commonwealth of Massachusetts

ANNUAL REPORT

OF THE

COMMISSIONER OF CIVIL SERVICE

FOR THE

YEAR ENDING NOVEMBER 30, 1920

DEPARTMENT OF CIVIL SERVICE AND REGISTRATION



BOSTON

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APPROVED BY THE
SUPERVISOR OF ADMINISTRATION.

COMMISSIONERS OF CIVIL SERVICE.

PAYSON DANA, *Commissioner*, BROOKLINE.

JOSEPH W. BARTLETT, *Associate Commissioner*, NEWTON.

ARTHUR M. HUDDALL, *Associate Commissioner*, CHELSEA.

Secretary.

JOHN C. GILBERT, WINCHESTER.

Director, Examination Bureau.

JOSEPH J. REILLY, NEWTON.

Director, Executive Bureau.

KENNETH H. DAMREN, MELROSE.

Director, Pay Roll Bureau.

WILLIAM H. HAWLEY, MALDEN.

Director, Labor Bureau.

HERBERT H. EDWARDS, HYDE PARK.

OFFICE OF DIVISION OF CIVIL SERVICE, ROOMS 147-152, STATE
HOUSE, BOSTON.

LOCAL REPRESENTATIVES OF THE DIVISION OF CIVIL SERVICE.

- BROCKTON — WILLIAM C. DROHAN, 106 Main Street.
CHICOPEE — CARRIE M. STEBBINS, 356 Springfield Street.
FALL RIVER — THOS. D. SULLIVAN, Granite Block.
FITCHBURG — SAMUEL W. MILLER, 745 Main Street.
GLOUCESTER — CHARLES H. MORROW, M.D.
HAVERHILL — EDWARD B. SAVAGE, 81 Merrimack Street.
HOLYOKE — CLIFFORD S. LYON, 173 Dwight Street.
LAWRENCE — ARTHUR P. McCORMICK, 503 Bay State Building.
LOWELL — JAMES H. CARMICHAEL, Central Street.
MARLBOROUGH — WILLIAM H. MURPHY, Corey Building.
NEW BEDFORD — WILLIAM J. CARTER, 7 Municipal Building.
NORTH ADAMS — FRED H. REAGAN.
PITTSFIELD — OSCAR S. READ, 190 North Street.
SPRINGFIELD — GEORGE H. HUGHES, Court Square Theatre
Building.
TAUNTON — HOWARD A. BRIGGS, care of City Treasurer.
WORCESTER — MRS. ROBERT C. HUNT, City Hall.

CIVIL SERVICE — LABOR REGISTRATION CLERKS.

BROOKLINE — THOMAS J. MORAN, Town Hall.

CAMBRIDGE — HARRY L. LINCOLN, City Hall.

EVERETT — WALTER H. NICHOLS, 443 Broadway.

FALL RIVER — CHARLES McL. HADLEY, 8 Bennett Building.

FITCHBURG — DANIEL A. NOONAN, City Hall.

LOWELL — PATRICK J. REYNOLDS, City Hall.

LYNN — MARY E. MORAN, City Hall.

NEW BEDFORD — WILLIAM J. CARTER, Municipal Building.

NEWTON — ANDREW PRIOR, City Hall.

REVERE — GERTRUDE P. LOEFFLER, City Hall.

SOMERVILLE — MRS. FLORENCE A. COOK, City Hall.

WORCESTER — MRS. ROBERT C. HUNT, Room 7A, City Hall.

The Commonwealth of Massachusetts

To the Honorable Senate and House of Representatives in General Court assembled.

In accordance with the provisions of section 30, chapter 31 of the General Laws, I hereby submit the thirty-seventh annual report of the Department of Civil Service and Registration, Division of Civil Service, covering the period from Dec. 1, 1919, to Nov. 30, 1920, inclusive.

REPORT.

REORGANIZATION OF DEPARTMENT.

Under General Acts of 1919, chapter 150 (the reorganization act), the Civil Service Commission was abolished and a new Department of Civil Service and Registration established. This Department is divided into two divisions, — a Division of Civil Service, which replaces the Civil Service Commission, and a Division of Registration, in which is included the different registration boards. In charge of the Division of Civil Service is an executive head, known as the Commissioner of Civil Service. The law provides for two associate commissioners.

PERSONNEL.

In November, 1919, the Governor nominated Mr. Payson Dana of Brookline Commissioner of Civil Service for a term of one year, Mr. Joseph W. Bartlett of Newton associate commissioner for a term of two years, and Mr. Arthur M. Huddell of Chelsea associate commissioner for a term of three years. These nominations were confirmed by the Council, and the new commissioners qualified and assumed office on Dec. 1, 1919.

ORGANIZATION OF DIVISION OF CIVIL SERVICE.

Under the authority conferred by section 66 of chapter 350, General Acts of 1919, and by authorization of the Board of Commissioners of Civil Service, the Commissioner of Civil Service, in the organization of the Division of Civil Service, established certain subdivisions or bureaus, with a director in charge of each bureau. The plan of organization is shown on page 9.

By arrangement with the Superintendent of Buildings an additional office room was secured (Room 147, formerly occupied by the senate ways and means committee), and the entrance office was enlarged by taking in part of the corridor. The additional space thus acquired has relieved the overcrowded condition of the offices which has existed for a number of years.

A telephone switchboard has been installed to take care of all calls for the Department.

Additional storeroom space has been secured for the more efficient filing of the examination papers, correspondence and records of the Division.

VETERANS' PREFERENCE.

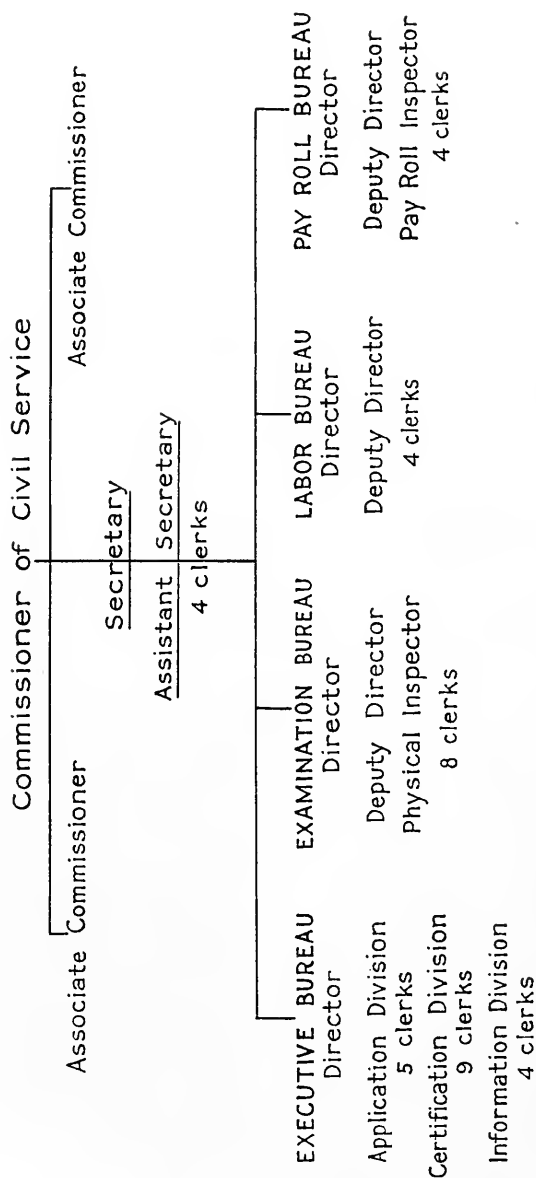
Under chapter 150, General Acts of 1919, the names of veterans, if they receive a passing mark, are placed on the eligible list ahead of all civilians. Since the law became effective (May 12, 1919), until Dec. 1, 1919, the date of the previous report of the Civil Service Commission, 2,302 male veterans were appointed, — 1,067 in the Official Service and 1,235 in the Labor Service. During the year covered by the present report 1,994 have been appointed, — 1,386 in the Official Service, and 608 in the Labor Service (see Appendix of this report). This shows the total appointment of 4,296 veterans since the passage of the law.

PROMOTIONS IN POLICE DEPARTMENTS.

The Legislature of 1920 passed an act (chapter 368) providing that promotions in police departments of cities

DEPARTMENT OF CIVIL SERVICE AND REGISTRATION

Division of Civil Service

ORGANIZATION

and towns, except Boston, can be made only after competitive civil service examination of those in the next lower grade. This act has made a matter of law a practice which was put into effect some years ago by the Civil Service Commission of providing that all promotions in the police departments should be by competitive examination, and the Commissioner of Civil Service approved the passage of the bill and urged the Governor to sign it.

PROMPT MARKING OF EXAMINATIONS.

During the past year a special effort has been made to mark examination papers in a minimum space of time.

While in former years it was not unusual in some large classes to be unable to establish an eligible list until nine months after the examination was held, the policy now pursued and which has been successful in most cases is to establish the list within six weeks after the examination. In some examinations the list has been established in a shorter period.

MORE FREQUENT EXAMINATIONS.

The schedule of regular examinations has been revised, and double the number of examinations arranged for during the year for such positions as clerk, stenographer, civil engineer, fireman and janitor. This will give applicants a more frequent opportunity to take examinations and to become eligible for the positions in which vacancies are likely to occur, and provides suitable eligible lists for these positions at all times. (See schedule printed in Appendix.)

ORAL EXAMINATIONS.

As an innovation the Commissioners have, during the year, given several oral examinations to determine the personality of applicants for positions where personality is an important factor. This form of examination to test personality has been heartily endorsed by the heads of departments, who in the past have repeatedly requested that oral tests be given. The results thus far have been extremely

satisfactory, and have convinced the Commissioners that the practice should be extended as far as practicable.

In each case one of the Commissioners has presided at the oral examination. The positions for which these examinations have been given are as follows: —

Physical inspector, Civil Service Commission, 11 men, March 16, 1920.

Deputy examiner, Civil Service Commission, 4 men, 3 women, April 6, 1920.

Visitors, Department of Public Welfare, 7 men, 20 women, June 9, 1920.

Supervisor of motor apparatus, Boston Fire Department, 5 men, June 30.

Instructors in mouth hygiene, State Department of Health, 4 women, July 22, 1920.

Medical inspector of schools, Cambridge, 2 men, August 25, 1920.

Clinic physician, State Department of Health, 5 women, Sept. 16, 1920.

Assistant director, Division of Corporations, 10 men, Sept. 20, 1920.

Assistant to the Director, Division of Corporations, 5 men, Oct. 21, 1920.

Deputy inspector of gas meters, State Department of Public Utilities, 2 men, Oct. 27, 1920.

Inspector, Boston Supply Department, 4 men, Nov. 3, 1920.

Field secretary, Department of Education, Division of Immigration and Americanization, 11 women, Nov. 27, 1920.

Market investigators, Department of Agriculture, 29 men, Nov. 29, 1920.

Medical social workers, Boston City Hospital, 6 women, Nov. 30, 1920.

SPECIAL EXAMINERS.

The technical subjects of examinations are marked, under the supervision of the Director of the Examination Bureau, by experts in the lines of work for which examinations are held, the utmost care being exercised to obtain men of ability and integrity. The work is exacting, the remuneration is small, and these examiners give their time to the Commonwealth as a public duty. This opportunity is taken to express the appreciation of the Commissioner for the generous co-operation of these public-spirited citizens, and to appeal to them and others for their assistance in the future.

ILLEGAL EMPLOYMENT.

The Pay Roll Bureau has carefully checked the pay rolls of departments to discover illegal appointments. The heads of departments of the Commonwealth and municipalities in most cases have shown a disposition to conform to the Civil Service Law and Rules in filling positions under civil service, but in one or two cities it has been found necessary to take steps under section 34 of the Revised Laws, chapter 19, to enforce a compliance with the law and rules and to stop the pay of persons illegally employed. In one city in particular the pay was stopped of 178 laborers who had been appointed and employed without requisition or authority. The head of the Department was finally notified that if this practice of employing men illegally continued, the matter would be referred to the Attorney-General for action under section 35 of chapter 19 of the Revised Laws.

ASSEMBLY OF COMMISSIONS.

The Assembly of Civil Service Commissions of the United States and Canada was held in Colorado Springs, Col., June 21 to 24, 1920. Massachusetts civil service was represented by Mr. Payson Dana, Commissioner of Civil Service, and Dr. Joseph J. Reilly, Director of the Examination Bureau.

Commissioner Dana outlined for the assembly the Commissioners' methods of handling civil service problems.

Dr. Reilly presented a paper on "The Reorganization of Civil Service in Massachusetts as proposed in 1919 and as carried out by Legislative Enactment." Dr. Reilly was elected president of the assembly.

CIVIL SERVICE RULES.

During the year the following civil service rule was adopted: —

RULE 50. — MEETINGS OF THE COMMISSIONERS.

1. The Board of Commissioners of Civil Service shall hold a meeting on Tuesday of each week at 2.30 o'clock P.M., unless for good and sufficient reasons it shall otherwise determine; provided, however, that a meeting of the Board shall be held at least once in each month; and provided further, that a meeting shall be held at the request of any member of the Board.

Rule 7 was amended by adding section 2: —

2. Preference in certification, however, will be given to applicants who, at the time of filing application, are residents of the city or town from which requisition is received.

Rule 10, Classes 14 and 15, was amended by inserting the word "male," and crossing out the following: —

Women applicants for special police service shall be not less than twenty-five nor over forty-five years of age at the time of filing the application, and must be of good physical condition —

to read as follows: —

Class 14. — Male applicants for police service in Boston must be not less than twenty-two nor over thirty-five years of age at the time of filing the application, and must be not less than five feet seven inches in height and weigh not less than one hundred and thirty-five pounds.

Class 15. — Male applicants for police service in other cities than Boston must be not less than twenty-one nor over forty years of age at the time of filing the application, except in those cities that have provided for the retirement of police officers by pension under statute, in which cities applicants shall be not less than twenty-two nor over thirty-five years of age. In all cases in this class applicants must be not less than five feet seven inches in height and weigh not less than one hundred and thirty-five pounds.

Rules 37, 40 and 41 were amended so as to classify women in the Labor Service, as follows: —

RULE 37.

3. The Labor Service shall be divided into three classes: (1) laborers; (2) skilled laborers; (3) mechanics and craftsmen. Persons doing any form of labor not included, in the opinion of the Commission, within the classification of the First Division, or Official Service, shall be deemed to be in the Second Division, or Labor Service.

RULE 40.

1. When laborers are required, the employing officer shall make requisition upon the Commission, stating the number of persons wanted, the precise nature of the labor in which they are to be employed, the time and place and probable duration of employment, and the pay to be given. Upon such notice, the Commission shall certify

the names of any and all veterans upon the suitable eligible list, and the employment must be made from the list so certified; provided, that after the employment of veterans, in case there is not a sufficient number of veterans so registered and qualified for the required labor, the Commission shall certify from those standing highest upon the suitable eligible list twice the number of persons called for, over and above the number of veterans, if any, certified.

3. In case the employing officer shall in the requisition certify that the labor to be performed is so arduous as to require the services of young and vigorous persons, and shall designate a maximum age limit, the Commission may in its discretion recognize such age limit.

RULE 41.

3. Whenever an employing officer, who shall have made a requisition for a certain number of laborers, shall employ a smaller number, he shall not make the selection from the whole list certified to him, but only from that number of names standing highest on the list that would have been certified to him had the requisition stated the number of persons which he actually employs under the certification, except in the case of the certification of veterans, when he may employ any veteran certified.

EXTENSIONS OF CIVIL SERVICE.

During the legislative session of 1920 the following enactments relating to civil service were passed: —

Acts of 1920, chapter 4, "An Act to establish the office of chief of the fire department of the town of Swampscott and to place the office under the civil service laws."

Acts of 1920, chapter 5, "An Act to establish the office of chief of the fire department of the town of Westfield and to place the office under the civil service laws."

Acts of 1920, chapter 299, "An Act relative to placing the chief of police of the city of Marlborough under the civil service laws."

Acts of 1920, chapter 305, "An Act to place certain employees of the election department of the city of Boston under the civil service laws."

Acts of 1920, chapter 314, "An Act to extend the civil service law to certain employees of the superintendent of buildings in the city of Boston."

Acts of 1920, chapter 330, "An Act placing under civil service rules and regulations the office of chief of police of Winthrop."

Acts of 1920, chapter 480, "An Act to establish the offices of chief and assistant chief of the fire department in the town of Billerica."

Acts of 1920, chapter 518, "An Act to provide for placing the inspector of buildings in the city of Everett under the civil service laws."

Acts of 1920, chapter 533, "An Act to place under civil service the chief of the fire department and the superintendent of the water department in the city of Chicopee."

OPINIONS OF THE ATTORNEY-GENERAL.

The Attorney-General has rendered during the year the following opinions in relation to civil service: —

Definition of "Crime."

Is the conviction of a person for overspeeding a crime against the laws of this Commonwealth as contemplated by R. L., c. 19, § 17?

Yes. — Opinion of Attorney-General, dated Dec. 29, 1920. (See Opinion of Attorney-General, dated Sept. 24, 1915, holding that a conviction of violation of a city ordinance is not a crime.)

Promotion of Call Firemen.

Has the town of Dedham the right, under St. 1913, c. 487, as amended, to promote call fire captains to the permanent force with the rank of captain?

No. — Opinion of Attorney-General, dated Feb. 4, 1920.

Women are "Veterans".

Does the word "veteran," as defined in St. 1919, c. 150, § 1, include women?

Yes. — Opinion of Attorney-General, dated March 9, 1920.

Certain Employees of Committee on Americanism in Boston exempt.

Are the appointees of the Committee on Americanism in Boston, who are appointed by the mayor, under civil service?

Executive secretary and stenographer exempt; field worker and publicity agent under civil service. — Opinion of Attorney-General, dated Feb. 24, 1920.

Police Promotion.

Has the Commissioner of Civil Service authority to allow a promotion in the Cambridge police department by non-competitive examination?

Yes. — Opinion of Attorney-General, dated March 1, 1920. (See St. 1920, c. 368, signed by the Governor April 29, 1920, providing for police promotions by competitive examination only.)

Secretary to the Commission on Foreign and Domestic Commerce exempt.

Is the secretary to the Commission on Foreign and Domestic Commerce, and clerks and other experts, under civil service?

Secretary exempt; clerks and experts under civil service. — Opinion of Attorney-General, dated March 1, 1920.

Worcester Fire Department Heads not Under Civil Service.

Are the deputy chief engineer and the three district chiefs of the Worcester fire department under civil service?

No. — Opinion of Attorney-General, dated March 29, 1920.

John S. Hyland of New Bedford qualified for police service.

May John S. Hyland be appointed by the mayor and aldermen of New Bedford as patrolman without requisition under St. 1920, chapter 67; if requisition must be made, is the Commissioner of Civil Service required to certify his name; does the statute intend that his name be placed on the list according to percentage, irrespective of his disqualification?

The sole effect of said chapter is simply to remove the disqualification that has been upon Mr. Hyland under civil service, and his appointment to the police force of the city of New Bedford must be in accordance with the Civil Service Laws, Rules and Regulations. — Opinion of Attorney-General, dated April 13, 1920.

Promotion after Competitive Examination.

Can a civilian who is on the eligible list as the result of a special competitive examination be promoted when there are veterans ahead of him on said list?

Cannot be promoted upon this examination. — Opinion of Attorney-General, dated July 12, 1920.

Tenure of Office of Engineers of New Bedford Fire Department.

Did the action of the city council of New Bedford in accepting chapter 272 of the Special Acts of 1917 repeal chapter 382 of the city ordinance, and also make inoperative the ordinance passed in 1920?

Did the acceptance of chapter 272 do away with the yearly tenure

of office and place these positions under civil service with permanent tenure during good behavior, with protection of the laws of discharge of civil service employees?

Chapter 272 of the Special Acts of 1917 repealed by implication section 382 of the city ordinances. Appointments under civil service with tenure of office. — Opinion of Attorney-General, dated Sept. 24, 1920.

Appointment of Persons who serve in a Confidential Capacity.

Has the Director of Registration of the Department of Civil Service and Registration authority, under St. 1920, chapter 205, to appoint a person to serve under him in a confidential capacity, whose employment shall be exempt from the civil service law?

No. — Opinion of Attorney-General, dated Sept. 4, 1920.

Respectfully submitted,

PAYSON DANA,

Commissioner of Civil Service.

APPENDIX

APPENDIX.

OFFICIAL SERVICE.

STATE.

Class.	NAME OF POSITION.	NUMBER OF EXAMINATIONS.		Number of Applicants notified.	NUMBER EXAMINED.		NUMBER PASSED.		NUMBER OF EXAMINED PERSONS APPOINTED FROM THE ELIGIBLE LISTS.		
		General Competitive.	Non-competitive.		Males.	Fe-males.	Males.	Fe-males.	Males.	Fe-males.	VETERANS (CHAPTER 150, GENERAL ACTS OF 1919).
1	Superintendent,	-	3	3	-	3	-	6	-	-	-
1	Assistant director,	1	-	32	-	10	-	1	-	1	-
1	Assistant to director,	1	-	22	-	4	-	-	-	-	-
1	Farm manager,	-	1	1	-	-	-	-	-	-	-
1	Assistant forester,	1	-	6	-	1	-	1	-	1	-
1	Pier superintendent,	1	-	12	-	11	-	3	-	1	-
1	Head farmer,	1	-	14	-	10	-	4	-	-	-
2	Field secretary,	1	-	25	-	-	17	-	-	-	-

STATE — Continued.

Class.	NAME OF POSITION.	NUMBER OF EXAMINATIONS.		Number of Applicants notified.	NUMBER EXAMINED.		NUMBER PASSED.		NUMBER OF EXAMINED PERSONS APPOINTED FROM THE ELIGIBLE LISTS.			
		General Competitive.	Non-competitive.		Males.	Fe-males.	Males.	Fe-males.	Males.	Fe-males.	VETERANS (CHAPTER 150, GENERAL ACTS OF 1919).	
2	Secretary,	-	-	-	-	-	-	-	2	-	-	-
2	Branch secretary,	1	-	13	8	1	1	-	-	-	-	-
3	Clerk,	2	61	1,256	210	753	138	535	47	259	6	1
3	Weigher and timekeeper,	-	-	-	-	-	-	-	1	-	-	-
3	Deputy examiner,	1	-	42	17	10	3	3	1	-	-	-
3	Stock clerk,	-	2	2	2	-	-	-	-	-	-	-
3	Assistant, secretary and statistician,	1	-	23	19	-	5	-	1	-	1	-
3	Comptometer operator,	-	2	2	-	2	-	-	-	-	-	-
3	Index stenographer and file clerk,	1	-	9	-	8	-	3	-	1	-	1
3	Office attendant,	-	1	-	1	-	1	-	1	-	-	-
3	Registrar of employment,	1	2	11	5	2	5	2	2	1	-	-
3	Laboratory assistant,	-	8	8	1	7	1	5	1	3	-	-
4	Examiner of accounts,	-	-	-	-	-	-	-	1	-	-	-
4	Assistant actuary,	-	1	1	1	-	1	-	1	-	1	-

4	Storeroom accountant,	1	1	—	—	—	—	—	—	1	—	—	—
4	Bookkeeper,	6	6	2	2	4	4	3	3	6	1	1	—
5	Storekeeper,	7	7	7	7	—	—	7	7	—	3	—	—
7	Visitor,	3	67	14	14	32	32	6	6	16	10	—	—
7	Medical social worker,	6	15	—	—	15	15	—	—	7	6	—	—
7	Transportation officer,	1	—	8	8	—	—	3	3	1	—	—	—
7	Field worker,	2	2	1	1	1	1	1	1	1	1	—	—
8	Agent (Division of Household Arts),	—	17	—	—	16	16	—	—	9	—	—	—
8	Agent,	2	2	2	2	—	—	2	2	—	—	—	—
8	Agent and garden instructor,	—	1	1	1	—	—	1	1	—	—	—	—
9	Stenographer,	32	444	15	15	387	387	8	8	236	113	1	—
9	Dictaphone operator,	—	1	—	—	1	1	—	—	1	1	—	—
9	Telephone operator,	5	45	2	2	26	26	2	2	20	11	—	—
11	Assistant to superintendent of employment,	—	1	—	—	1	1	—	—	1	1	—	—
11	Investigator (Minimum Wage commission),	1	—	—	—	4	4	—	—	2	1	—	—
11	Investigator,	5	5	5	5	—	—	5	5	—	2	—	—
11	Farm investigator,	1	1	—	—	1	1	—	—	1	1	—	—
11	Nursery inspector,	—	—	—	—	—	—	—	—	—	—	—	—
11	Special investigator,	1	—	—	—	—	—	—	—	11	—	—	—
11	Inspector of motor vehicles,	—	—	—	—	—	—	—	—	—	—	—	—
11	Special supervising investigator,	1	9	—	—	9	9	—	—	6	1	—	—
11	Inspector of building (Labor and Industries),	1	49	14	14	—	—	7	7	—	—	4	—

STATE — *Concluded.*

Class.	NAME OF POSITION.	NUMBER OF EXAMINATIONS.		NUMBER EXAMINED.		NUMBER PASSED.		NUMBER OF EXAMINED PERSONS APPOINTED FROM THE ELIGIBLE LISTS.		
		General Competitive.	Non-competitive.	Number of Applicants notified.	Males.	Fe-males.	Males.	Fe-males.	Males.	Fe-males.
11	Deputy inspector of gas meters,	1	-	5	3	-	2	-	1	-
11	Market investigator,	1	-	76	65	-	29	-	-	-
12	Health instructor,	1	-	4	-	4	-	3	-	-
12	Social insurance worker,	1	-	12	7	-	6	-	1	-
12	Machinist instructor,	1	-	6	5	-	4	-	-	-
12	Instructor,	-	8	8	8	-	6	-	6	-
12	Teacher,	1	2	7	4	-	3	-	2	-
13a	Detective,	1	-	86	57	-	37	-	5	-
13b	Boiler inspector,	1	-	4	3	-	-	-	1	-
13c	Building inspector (Public Safety),	1	-	17	12	-	8	-	1	-
16	Metropolitan park police,	2	-	67	29	-	18	-	-	-
16	Metropolitan park police (promotion),	1	-	6	6	-	6	-	1	-
17	Watchman-gateman,	1	4	63	38	-	28	-	10	-
18	Ambulance driver and chauffeur,	1	-	6	1	-	1	-	-	-

[illegible]

¹ No applicants.

BOSTON.

Class.	NAME OF POSITION.	NUMBER OF EXAMINATIONS.		Number of Applicants notified.	NUMBER EXAMINED.		NUMBER PASSED.		NUMBER OF EXAMINED PERSONS APPOINTED FROM THE ELIGIBLE LISTS.		
		General Competitive.	Non-competitive.		Males.	Fe-males.	Males.	Fe-males.	Males.	Fe-males.	VETERANS (CHAPTER 150, GENERAL ACTS OF 1919).
1	Deputy Commissioner (food),	-	1	12	11	-	6	-	1	-	-
1	Director,	-	-	-	-	-	-	-	2	-	2
1	Supervisor of almshouse,	-	1	1	-	1	-	1	-	1	-
1	Deputy Commissioner (child hygiene),	1	-	4	1	2	-	1	-	-	-
1	Supervisor (automobile and repair shop),	-	-	-	-	-	-	-	1	-	1
1	Assistant superintendent (Wayfarers' Lodge),	1	-	10	9	-	5	-	1	-	1
1	Supervisor of motor apparatus,	2	-	26	24	-	9	-	1	-	1
3	Clerk,	2	10	234	51	122	29	92	13	28	6
3	Statistical clerk,	-	-	-	-	-	-	-	1	-	1
3	Conveyancer,	1	-	10	-	5	-	2	-	1	-
3	Copyholder,	-	2	2	-	2	-	2	-	2	-
3	Technician,	1	10	13	11	1	-	8	-	2	-
3	Media man,	-	-	-	-	-	-	-	2	-	1
6	Deputy sealer of weights and measures,	-	1	1	1	-	1	-	2	-	-

7	Visitor,	1	-	6	-	2	-	1	-	-	-
7	Medical social worker,	1	1	7	-	6	-	6	-	3	-
9	Stenographer,	2	2	137	6	113	2	64	-	23	-
9	Telephone operator,	1	-	32	1	15	1	13	-	5	-
11	Investigator (health),	1	-	23	16	-	8	-	1	-	1
11	Water inspector and meter reader,	1	-	24	11	-	7	-	1	-	1
11	Inspector of lamps,	-	1	1	1	-	1	-	-	-	-
11	Elevator inspector,	1	-	3	3	-	2	-	2	-	1
11	Special investigator,	-	1	1	-	1	-	1	-	1	-
11	Building inspector (construction engineer),	1	-	7	7	-	1	-	1	-	-
11	Sanitary inspector,	-	-	-	-	-	-	-	1	-	1
11	Inspector (supply department),	1	-	4	4	-	4	-	1	-	1
11	Inspector and clerk,	-	1	1	1	-	1	-	-	-	-
12	Swimming instructor,	1	-	6	6	-	4	-	4	-	1
14	Policeman,	9	-	1,447	1,162	-	467	-	583	-	449
14	Policeman (promotion),	-	4	4	4	-	4	-	21	-	-
17	Watchman-gateman,	1	-	19	10	-	7	-	5	-	-
18	Ambulance driver,	1	1	14	10	-	9	-	2	-	2
18	Ambulance driver and chauffeur,	1	-	6	5	-	5	-	5	-	5
19	Attendance officer,	1	-	29	24	4	16	2	-	-	1
20	Fireman,	1	-	68	32	-	21	-	31	-	30
20	Fireman (promotion to deputy chief),	1	-	10	10	-	10	-	2	-	-

BOSTON — *Concluded.*

Class.	NAME OF POSITION.	NUMBER OF EXAMINATIONS.		Number of Applicants notified.	NUMBER EXAMINED.		NUMBER PASSED.		NUMBER OF EXAMINED PERSONS APPOINTED FROM THE ELIGIBLE LISTS.			
		General Competitive.	Non-competitive.		Males.	Fe-males.	Males.	Fe-males.	Males.	Fe-males.	VETERANS (CHAPTER 150, GENERAL ACTS OF 1919).	
												Males.	Fe-males.
20	Fireman (promotion to lieutenant), . . .	1	-	415	407	-	383	-	9	-	-	
20	Deputy wire commissioner, . . .	-	1	1	1	-	1	-	1	-	-	
20	Fireman (promotion to captain), . . .	1	-	70	67	-	67	-	9	-	-	
20	Fireman (promotion to district chief), . . .	-	-	-	-	-	-	-	6	-	-	
22	Foreman, . . .	1	-	43	35	-	7	-	8	-	3	
22	Head farmer, . . .	-	1	1	1	-	-	-	-	-	-	
22	Forester, . . .	-	1	1	1	-	1	-	1	-	-	
24	Janitor, . . .	2	3	120	95	3	56	3	15	2	11	
25	Drawtender and assistant drawtender, . . .	1	-	19	16	-	13	-	11	-	9	
26	Engineer and fireman, . . .	4	2	52	39	-	34	-	21	-	4	
27	Civil engineer, . . .	2	1	31	15	-	7	-	4	-	2	
28	Heating and ventilating engineer and draftsman, . . .	1	-	3	3	-	3	-	2	-	2	
29	Captain of boat, . . .	-	1	1	1	-	1	-	1	-	-	
30	Mate and pilot, . . .	1	-	12	7	-	6	-	-	-	-	

32	Physician,	1	—	35	27	2	25	2	3	70	539	1
32	Bacteriologist and assistant bacteriologist, . . .	1	3	15	3	9	3	5	—	—	—	—
34	Chemist,	1	—	4	1	—	1	—	—	—	—	—
34	Asphalt tester,	—	1	1	1	—	1	—	1	—	—	—
35	Nurse,	1	—	6	—	2	—	1	—	2	—	1
41	Chaplain,	—	1	1	1	—	1	—	1	—	—	—
41	Master, house of correction,	1	1	7	7	—	—	—	—	—	—	—
41	Officer and instructor, house of correction, . . .	1	—	6	3	—	2	—	—	—	—	—
		54	52	3,006	2,152	290	1,232	204	789	70	539	1

CITIES OTHER THAN BOSTON, AND TOWNS.

15	Policeman, <i>Arlington.</i>	2	—	3	2	—	1	—	2	—	—	—
24	Janitor,	1	—	4	4	—	3	—	—	—	—	—
15	Policeman, <i>Athol.</i>	1	—	1	—	—	—	—	—	—	—	—
3	Clerk, <i>Attleboro.</i>	2	—	5	—	1	—	1	—	1	—	—
6	Deputy scaler of weights and measures, . . .	—	1	1	1	—	1	—	1	—	—	—
9	Stenographer,	1	—	1	—	1	—	1	—	—	—	—
11	Water inspector and meter reader,	1	3	5	5	—	—	—	—	—	—	—
15	Policeman,	1	3	6	6	—	3	—	4	—	3	—

CITIES OTHER THAN BOSTON, AND TOWNS — Continued.

Class.	NAME OF POSITION.	NUMBER OF EXAMINATIONS.		NUMBER EXAMINED.		NUMBER PASSED.		NUMBER OF EXAMINED PERSONS APPOINTED FROM THE ELIGIBLE LISTS.		
		General Com- petitive.	Non- com- petitive.	Number of Ap- plicants notified.		Males.	Fe- males.	Males.	Fe- males.	VETERANS (CHAPTER 150, GENERAL ACTS OF 1919).
19	Attendance officer,	1	—	4	—	4	—	—	—	—
21	Fireman,	2	—	5	—	4	—	4	—	1
21	Fireman (promotion),	2	—	8	—	8	—	6	—	—
22	Foreman,	—	—	—	—	—	—	1	—	—
24	Janitor,	2	3	11	—	7	—	4	—	—
26	Engineer and fireman,	1	—	2	—	2	—	2	—	—
27	Civil engineer,	2	1	5	—	3	—	—	—	—
29	Assistant electrician,	—	1	1	—	1	—	—	—	—
32	Physician,	—	1	1	—	1	—	1	—	—
35	Nurse,	—	1	1	1	—	1	—	1	—
15	Police (promotion),	1	—	8	—	6	—	—	—	—
21	Call fireman,	—	2	2	—	2	—	1	—	—

*Attleboro — Con.**Belmont.*

CITIES OTHER THAN BOSTON, AND TOWNS — Continued.

Class.	NAME OF POSITION.	NUMBER OF EXAMINATIONS.		NUMBER EXAMINED.		NUMBER PASSED.		NUMBER OF EXAMINED PERSONS APPOINTED FROM THE ELIGIBLE LISTS.		
		General Competitive.	Non-competitive.	Number of Applicants notified.	NUMBER EXAMINED.		NUMBER PASSED.		Males.	Fe-males.
					Males.	Fe-males.	Males.	Fe-males.		
24	Janitor,	2	3	42	26	-	19	-	7	-
	<i>Brockton — Con.</i>									
26	Engineer and fireman,	2	-	2	2	-	2	-	4	-
27	Civil engineer,	2	1	9	8	-	3	-	3	-
29	Fire alarm operator,	1	-	7	3	-	3	-	3	-
32	Medical inspector,	-	-	-	-	-	-	-	1	-
35	Nurse,	1	-	4	-	4	-	2	1	-
	<i>Brookline.</i>									
1	Superintendent of almshouse,	-	1	1	-	1	-	1	-	-
1	Superintendent of gymnasium and bath,	-	1	1	1	-	1	-	1	-
3	Clerk,	2	1	10	1	5	1	5	1	2
6	Deputy sealer of weights and measures,	-	1	1	1	-	1	-	1	-
9	Telephone operator,	-	3	3	3	-	-	-	-	-
9	Stenographer,	2	-	4	-	2	-	-	-	-
11	Gas inspector and meter reader,	-	-	-	-	-	-	-	2	-

VETERANS
(CHAPTER 150,
GENERAL
ACTS OF 1919).

Males.

Fe-males.

[illegible]

CITIES OTHER THAN BOSTON, AND TOWNS — Continued.

Class.	NAME OF POSITION.	NUMBER OF EXAMINATIONS.		Number of Applicants notified.	NUMBER EXAMINED.		NUMBER PASSED.		NUMBER OF EXAMINED PERSONS APPOINTED FROM THE ELIGIBLE LISTS.		
		General Competitive.	Non-competitive.		Males.	Fe-males.	Males.	Fe-males.	Males.	Fe-males.	VETERANS (CHAPTER 150, GENERAL ACTS OF 1919).
15	<i>Cambridge</i> —Con. Policeman (promotion),	1	-	61	56	-	56	-	2	-	-
17	Park keeper,	-	-	-	-	-	-	-	1	-	-
21	Fireman,	1	-	15	9	-	5	-	4	-	4
21	Fireman (promotion),	-	-	-	-	-	-	-	4	-	-
22	Foreman,	1	-	3	-	-	-	-	-	-	-
24	Janitor,	2	-	3	3	-	3	-	2	-	-
25	Assistant drawtender,	1	-	2	1	-	1	-	3	-	-
26	Engineer and fireman,	4	1	5	4	-	3	-	4	-	2
32	Medical inspector,	1	-	5	2	-	2	-	1	-	1
32	School dentist,	-	1	1	1	-	1	-	1	-	1
35	Nurse,	2	-	11	-	11	-	11	-	3	-
2	<i>Chelsea</i> . Assistant secretary,	-	1	1	-	1	-	1	-	1	-
3	Clerk,	2	-	5	-	2	-	-	-	-	-

Chelsea.

11	Water inspector and meter reader,	.	.	.	1	-	1	1	-	1	-
15	Policeman,	.	.	.	2	-	4	3	-	1	-
15	Policeman (promotion),	.	.	.	1	3	18	17	-	6	-
21	Fireman,	.	.	.	1	-	13	12	-	14	12
24	Janitor,	.	.	.	1	-	3	1	-	2	-
26	Engineer and fireman,	.	.	.	-	-	-	-	-	1	-
35	Nurse,	.	.	.	1	1	2	-	2	-	1
3	Clerk,	.	.	.	1	-	3	-	2	-	1
7	Social worker,	.	.	.	-	1	1	-	1	-	1
9	Stenographer,	.	.	.	1	-	1	-	1	-	-
11	Inspector (water),	.	.	.	1	-	1	1	-	1	-
11	Inspector (wires),	.	.	.	-	1	1	1	-	1	-
15	Policeman,	.	.	.	2	-	5	3	-	-	-
15	Policeman (promotion),	.	.	.	-	3	3	3	-	1	-
21	Fireman,	.	.	.	1	-	9	6	-	11	11
22	Foreman,	.	.	.	-	1	1	1	-	-	-
24	Janitor,	.	.	.	2	-	16	12	-	1	-
27	Civil engineer,	.	.	.	2	1	3	1	-	1	-
29	Assistant operator,	.	.	.	-	1	1	1	-	1	-
35	Nurse,	.	.	.	-	1	1	-	1	-	1

CITIES OTHER THAN BOSTON, AND TOWNS — *Continued.*

Class.	NAME OF POSITION.	NUMBER OF EXAMINATIONS.		Number of Applicants notified.	NUMBER EXAMINED.		NUMBER PASSED.		NUMBER OF EXAMINED PERSONS APPOINTED FROM THE ELIGIBLE LISTS.			
		General Competitive.	Non-competitive.		Males.	Fe-males.	Males.	Fe-males.	Males.	Fe-males.	VETERANS (CHAPTER 150, GENERAL ACTS OF 1919).	
21	Fireman, <i>Clinton.</i>	1	-	2	2	-	2	-	1	-	1	-
21	Call fireman,	1	-	5	1	-	1	-	-	-	-	-
15	Policeman, <i>Dallon.</i>	1	1	2	1	-	1	-	1	-	-	-
1	Supervisor of motor apparatus, <i>Dedham.</i>	-	1	1	1	-	1	-	1	-	-	-
11	Inspector (plumbing), <i>Easthampton.</i>	-	1	1	1	-	1	-	1	-	-	-
21	Fireman,	1	-	3	-	-	-	-	2	-	1	-
1	Superintendent, <i>Everett.</i>	-	1	1	1	-	1	-	1	-	-	-
3	Clerk,	2	1	4	-	1	-	1	-	3	-	-
8	Agent,	-	1	1	1	-	1	-	1	-	-	-
11	Inspector (water),	2	-	5	5	-	4	-	1	-	1	-
11	Inspector of animals,	-	1	1	1	-	1	-	1	-	-	-

15	Policeman,	1	—	7	4	—	2	—	1	—	1	—
15	Policeman (promotion),	—	—	—	—	—	—	—	—	—	—	—
21	Fireman,	1	6	35	14	—	11	—	1	—	1	—
21	Fireman (promotion),	2	1	21	16	—	15	—	3	—	10	—
21	Master mechanic,	—	1	1	1	—	1	—	1	—	—	—
24	Janitor,	2	1	18	9	—	4	—	3	—	—	—
26	Engineer and fireman,	1	—	1	1	—	1	—	—	—	—	—
27	Civil engineer,	1	—	1	—	—	—	—	—	—	—	—
29	Assistant wireman,	—	1	1	1	—	1	—	1	—	—	—
32	Medical inspector,	—	4	4	4	—	4	—	4	—	—	—
35	Nurse,	1	1	2	—	1	—	—	—	1	—	—
	<i>Fall River.</i>											
2	Secretary,	—	—	—	—	—	—	—	—	1	—	—
3	Clerk,	2	1	74	13	55	12	48	—	5	—	—
3	Assistant librarian,	—	1	1	—	1	—	1	—	1	—	—
6	Deputy scaler of weights and measures,	—	—	—	—	—	—	—	—	—	1	—
9	Stenographer,	2	—	25	—	18	—	9	—	3	—	—
9	Telephone operator,	—	2	2	—	3	—	3	—	3	—	—
11	Inspector (water),	1	—	7	7	—	5	—	—	—	—	—
11	Inspector (milk),	—	—	—	—	—	—	—	1	—	—	—
15	Policeman,	1	—	30	20	—	11	—	7	—	7	—
15	Policeman (promotion),	1	—	3	3	—	3	—	3	—	—	—

CITIES OTHER THAN BOSTON, AND TOWNS—Continued.

Class.	NAME OF POSITION.	NUMBER OF EXAMINATIONS.		Number of Applicants notified.	NUMBER EXAMINED.		NUMBER PASSED.		NUMBER OF EXAMINED PERSONS APPOINTED FROM THE ELIGIBLE LISTS.		
		General Competitive.	Non-competitive.		Males.	Fe-males.	Males.	Fe-males.	Males.	Fe-males.	VETERANS (CHAPTER 150, GENERAL ACTS OF 1919).
17	Watchman-gateman, <i>Fall River</i> — Con.	1	1	4	4	—	2	—	1	—	—
18	Ambulance driver and chauffeur,	1	—	6	4	—	3	—	3	1	—
19	Attendance officer,	1	—	23	22	—	17	—	2	—	—
21	Fireman,	1	—	43	40	—	27	—	47	—	47
21	Fireman (promotion),	—	1	1	1	—	—	—	5	—	—
22	Foreman,	—	—	—	—	—	—	—	1	—	—
24	Janitor,	2	2	101	76	—	54	—	6	—	—
26	Engineer and fireman,	1	1	2	1	—	1	—	2	—	—
27	Civil engineer,	2	3	11	7	—	3	—	2	—	—
32	Medical inspector,	—	1	1	1	—	1	—	1	—	—
35	Nurse,	—	—	—	—	—	—	—	—	1	—
1	Superintendent, <i>Fitchburg</i> .	1	—	5	4	—	4	—	1	—	—
3	Clerk,	2	1	14	—	3	—	2	—	—	—

3	Registration clerk,	.	.	.	.	.	1	-	8	5	1	5	1	-	-	-
9	Stenographer,	.	.	.	.	.	1	-	4	-	2	-	1	-	-	-
11	Inspector (water),	.	.	.	.	.	-	1	1	1	-	-	-	-	-	-
15	Policeman,	.	.	.	.	.	-	-	-	-	-	-	-	1	-	1
17	Watchman-gateman,	.	.	.	.	.	1	-	1	-	-	-	-	1	-	-
21	Fireman,	.	.	.	.	.	1	-	10	6	-	2	-	6	-	6
21	Call fireman,	.	.	.	.	.	2	-	7	6	-	4	-	6	-	5
21	Fireman (promotion),	.	.	.	.	.	1	-	14	14	-	13	-	6	-	-
22	Foreman,	.	.	.	.	.	1	-	1	-	-	-	-	-	-	-
24	Janitor,	.	.	.	.	.	2	4	11	4	1	1	1	1	1	-
35	Nurse,	.	.	.	.	.	1	-	1	-	1	-	1	-	2	-
<i>Framingham.</i>																
15	Policeman,	.	.	.	.	.	1	-	1	-	-	-	-	-	-	-
15	Policeman (promotion),	.	.	.	.	.	1	-	6	6	-	6	-	-	-	-
21	Fireman,	.	.	.	.	.	1	-	1	-	-	-	-	-	-	-
21	Fireman (promotion),	.	.	.	.	.	-	1	1	1	-	1	-	1	-	-
<i>Gardner.</i>																
15	Policeman,	.	.	.	.	.	-	1	1	1	-	1	-	1	-	-
<i>Gloucester.</i>																
3	Clerk,	.	.	.	.	.	1	-	3	-	3	-	3	-	4	-
9	Stenographer,	.	.	.	.	.	-	1	1	1	-	1	-	1	-	-
15	Policeman,	.	.	.	.	.	1	-	2	-	-	-	-	-	-	-
18	Ambulance driver and chauffeur,	.	.	.	.	.	1	-	7	2	-	2	-	-	-	-

CITIES OTHER THAN BOSTON, AND TOWNS—Continued.

Class.	NAME OF POSITION.	NUMBER OF EXAMINATIONS.		Number of Ap- plicants notified.	NUMBER EXAMINED.		NUMBER PASSED.		NUMBER OF EXAMINED PERSONS APPOINTED FROM THE ELIGIBLE LISTS.			
		General Com- petitive.	Non- com- petitive.		Males.	Fe- males.	Males.	Fe- males.	Males.	Fe- males.		
										VETERANS (CHAPTER 150, GENERAL ACTS OF 1919).	Males.	Fe- males.
21	Fireman,	1	-	1	-	-	-	-	2	-	2	-
21	Call fireman,	1	9	10	10	-	2	-	9	-	3	-
22	Foreman,	-	1	1	1	-	1	-	1	-	-	-
24	Janitor,	-	1	1	1	-	1	-	1	-	-	-
32	Medical inspector,	-	1	1	1	-	1	-	1	-	-	-
35	Nurse,	1	1	4	-	4	-	3	-	1	-	-
15	Policeman,	1	-	2	1	-	-	-	-	-	-	-
1	Superintendent,	-	1	1	1	-	1	-	1	-	1	-
3	Clerk,	1	-	17	-	4	-	6	-	5	-	-
3	Technician,	-	1	1	-	1	-	1	-	1	-	-
6	Deputy sealer of weights and measures,	1	-	3	2	-	2	-	1	-	-	-
11	Inspector (milk),	-	1	1	1	-	1	-	1	-	-	-

15	Policeman,	1	-	9	4	-	2	-	5	-	5	-
15	Policeman (promotion),	1	-	10	9	-	9	-	1	-	-	-
17	Watchman-gateman,	1	-	1	-	-	-	-	-	-	-	-
21	Fireman,	2	1	19	13	-	7	-	22	-	13	-
21	Fireman (promotion),	-	-	-	-	-	-	-	5	-	-	-
21	Call fireman,	-	-	-	-	-	-	-	1	-	-	-
24	Janitor,	2	3	23	5	2	4	1	2	1	-	-
26	Engineer and fireman,	2	-	4	2	-	2	-	2	-	-	-
27	Civil engineer,	2	-	2	2	-	1	-	-	-	-	-
35	Nurse,	1	-	3	-	2	-	2	-	3	-	-
	<i>Holyoke.</i>											
1	Supervisor of playgrounds,	-	1	1	1	-	1	-	1	-	-	-
1	Assistant supervisor of automobiles,	1	-	6	6	-	6	-	-	-	-	-
3	Stock clerk,	1	1	7	6	-	2	-	1	-	-	-
3	Clerk,	2	1	18	-	9	-	6	-	1	-	-
6	Deputy sealer of weights and measures,	-	1	1	1	-	-	-	-	-	-	-
9	Stenographer,	1	-	1	-	-	-	-	-	-	-	-
11	Water inspector and meter reader,	1	-	1	-	-	-	-	4	-	-	-
15	Policeman,	1	-	8	4	-	4	-	2	-	2	-
15	Policeman (promotion),	-	1	1	1	-	-	-	-	-	-	-
21	Fireman,	1	-	5	2	-	1	-	1	-	1	-
21	Call fireman,	-	-	-	-	-	-	-	1	-	-	-

CITIES OTHER THAN BOSTON, AND TOWNS—Continued.

Class.	NAME OF POSITION.	NUMBER OF EXAMINATIONS.		Number of Applicants notified.	NUMBER EXAMINED.		NUMBER PASSED.		NUMBER OF EXAMINED PERSONS APPOINTED FROM THE ELIGIBLE LISTS.		
		General Competitive.	Non-competitive.		Males.	Fe-males.	Males.	Fe-males.	Males.	Fe-males.	VETERANS (CHAPTER 150, GENERAL ACTS OF 1919).
21	<i>Holyoke — Con.</i> Fireman (promotion),	2	—	25	25	—	25	—	4	—	—
22		1	—	3	—	—	—	—	—	—	—
24		2	1	19	9	—	7	—	6	—	—
26		1	—	2	2	—	2	—	1	—	—
35		—	1	1	—	1	—	—	—	1	—
1	<i>Lawrence.</i> Superintendent,	—	2	2	2	—	2	—	2	—	1
1		—	—	—	—	—	—	—	1	—	—
3		2	3	17	4	4	3	3	3	2	1
4		1	1	4	—	4	—	1	—	1	—
5		—	1	1	1	—	1	—	1	—	—
9		2	—	3	—	2	—	—	—	—	—
11		—	—	—	—	—	—	—	1	—	—
11		1	—	3	2	—	2	—	2	—	1

11	Inspector (electrical),	-	1	1	1	1	1	1	1	1
15	Policeman,	1	-	13	6	5	18	12	-	-
15	Policeman (promotion),	2	-	11	10	10	-	-	-	-
17	Watchman-gateman,	1	1	2	1	1	1	-	-	-
21	Fireman,	2	-	25	13	6	32	21	-	-
21	Fireman (promotion),	-	-	-	-	-	6	-	-	-
21	Call fireman,	-	-	-	-	-	1	-	-	-
22	Foreman,	-	1	1	1	-	-	-	-	-
24	Janitor,	2	2	16	14	11	6	2	-	-
26	Engineer and fireman,	3	1	5	4	3	3	-	-	-
27	Civil engineer,	2	-	2	2	-	-	-	-	-
32	Physician,	-	1	1	1	1	1	-	-	-
35	Nurse,	2	-	11	-	10	5	-	-	-
3	Clerk,	2	4	10	-	5	4	3	-	-
6	Deputy scaler of weights and measures,	1	-	5	3	3	1	1	-	-
8	Agent,	-	1	1	1	1	1	-	-	-
15	Policeman,	1	-	2	-	-	-	-	-	-
21	Fireman,	1	-	1	-	-	-	-	-	-
21	Call fireman,	1	2	3	3	2	2	-	-	-
24	Janitor,	1	3	5	3	1	1	-	-	-
26	Engineer and fireman,	1	1	2	1	-	1	-	-	-

21	Fireman,	1	-	28	27	-	20	-	42	-	32	-
22	Foreman,	-	-	-	-	-	-	-	7	-	-	-
24	Janitor,	2	-	56	39	5	29	4	6	-	-	-
26	Engineer and fireman,	4	-	11	11	-	10	-	5	-	1	-
27	Civil engineer,	1	-	1	-	-	-	-	1	-	-	-
32	Clinic physician,	-	1	1	1	-	1	-	1	-	1	-
35	Nurse,	1	-	5	1	3	1	3	-	3	-	2
1	Assistant superintendent, <i>Lynn.</i>	-	1	1	1	-	1	-	1	-	-	-
3	Clerk,	2	-	22	-	22	-	12	-	9	-	-
3	Clerk and visitor,	-	1	1	-	1	-	1	-	1	-	-
9	Stenographer,	2	-	4	-	4	-	-	-	2	-	-
11	Water inspector,	1	-	4	3	-	1	-	2	-	1	-
15	Policeman,	2	-	25	20	-	14	-	19	-	13	-
15	Assistant policewoman,	-	1	1	-	1	-	1	-	1	-	-
15	Policeman (promotion),	1	2	28	27	-	27	-	6	-	-	-
21	Fireman,	3	-	66	43	-	30	-	54	-	40	-
21	Fireman (promotion),	-	1	1	1	-	-	-	15	-	-	-
24	Janitor,	2	1	27	17	-	9	-	3	-	-	-
26	Engineer and fireman,	3	-	3	3	-	1	-	2	-	1	-
27	Civil engineer,	2	-	10	6	-	3	-	2	-	2	-
32	Physician,	-	2	2	2	-	2	-	2	-	-	-

CITIES OTHER THAN BOSTON, AND TOWNS — Continued.

Class.	NAME OF POSITION.	NUMBER OF EXAMINATIONS.		NUMBER EXAMINED.		NUMBER PASSED.		NUMBER OF EXAMINED PERSONS APPOINTED FROM THE ELIGIBLE LISTS.		
		General Competitive.	Non-competitive.	Number of Applicants notified.		Males.	Fe-males.	Males.	Fe-males.	VETERANS (CHAPTER 150, GENERAL ACTS OF 1919).
34	Bacteriologist,	-	1	1	-	1	-	1	-	-
35	Nurse,	1	1	5	2	-	3	-	4	1
3	Clerk,	2	-	9	5	2	1	-	4	-
9	Stenographer,	2	1	3	3	-	1	-	-	-
15	Policeman,	1	-	1	-	1	-	2	-	-
15	Policeman (promotion),	-	-	-	-	-	-	1	-	-
21	Fireman,	1	-	4	-	2	2	1	-	1
22	Foreman,	1	-	3	-	2	1	-	-	-
24	Janitor,	2	-	5	-	3	1	1	-	-
27	Civil engineer,	2	2	4	-	4	-	-	-	-
29	Electrician,	-	1	1	-	1	1	1	-	-
35	Nurse,	1	1	2	2	-	-	-	2	1

[illegible]

CITIES OTHER THAN BOSTON, AND TOWNS—Continued.

Class.	NAME OF POSITION.	NUMBER OF EXAMINATIONS.		Number of Applicants notified.	NUMBER EXAMINED.		NUMBER PASSED.		NUMBER OF EXAMINED PERSONS APPOINTED FROM THE ELIGIBLE LISTS.			
		General Competitive.	Non-competitive.		Males.	Fe-males.	Males.	Fe-males.	Males.	Fe-males.	VETERANS (CHAPTER 150, GENERAL ACTS OF 1919).	
3	Clerk, <i>New Bedford</i> — Con.	2	3	53	11	30	7	25	1	16	-	-
5	Weigher,	-	1	1	1	-	1	-	1	-	-	-
9	Stenographer,	2	-	8	-	6	-	1	-	-	-	-
11	Water inspector and meter reader,	1	-	8	7	-	3	-	3	-	1	-
15	Policeman,	1	-	42	21	-	11	-	11	-	9	-
15	Policeman (promotion),	3	-	64	60	-	54	-	-	-	-	-
17	Watchman-gateman,	2	-	19	15	-	11	-	8	-	7	-
21	Fireman,	1	-	40	30	-	14	-	62	-	62	-
21	Call fireman,	-	-	-	-	-	-	-	1	-	-	-
21	Fireman (promotion),	3	-	92	90	-	83	-	4	-	-	-
21	Master mechanic,	-	1	1	1	-	1	-	1	-	-	-
22	Foreman,	1	-	4	1	-	-	-	1	-	1	-
24	Janitor,	2	-	35	22	2	15	1	5	-	1	-

24	Attendant,	.	.	.	.	.	.
26	Engineer and fireman,	.	.	.	.	.	.
27	Civil engineer,	.	.	.	.	.	.
32	Medical inspector,	.	.	.	.	.	.
35	Nurse,	.	.	.	.	.	.
	Newburyport.						
3	Clerk,	.	.	.	.	.	.
11	Inspector (milk),	.	.	.	.	.	.
15	Policeman,	.	.	.	.	.	.
15	Policeman (promotion),	.	.	.	.	.	.
21	Fireman,	.	.	.	.	.	.
21	Call fireman,	.	.	.	.	.	.
24	Janitor,	.	.	.	.	.	.
26	Engineer and fireman,	.	.	.	.	.	.
	Newton.						
1	Superintendent of forestry,	.	.	.	.	.	.
3	Clerk,	.	.	.	.	.	.
4	Accountant,	.	.	.	.	.	.
9	Stenographer,	.	.	.	.	.	.
11	Water inspector,	.	.	.	.	.	.
11	Sanitary inspector,	.	.	.	.	.	.
15	Policeman,	.	.	.	.	.	.
15	Policeman (promotion),	.	.	.	.	.	.

CITIES OTHER THAN BOSTON, AND TOWNS — Continued.

Class.	NAME OF POSITION.	NUMBER OF EXAMINATIONS.		NUMBER EXAMINED.		NUMBER PASSED.		NUMBER OF EXAMINED PERSONS APPOINTED FROM THE ELIGIBLE LISTS.		
		General Competitive.	Non-competitive.	Number of Applicants notified.	NUMBER EXAMINED.		NUMBER PASSED.		Males.	Fe-males.
					Males.	Fe-males.	Males.	Fe-males.		
18	<i>Newton</i> — Con. Ambulance driver and chauffeur, . . .	1	—	1	1	—	1	—	—	—
21	Fireman, . . .	1	—	4	3	—	2	—	7	—
22	Foreman, . . .	—	1	1	1	—	1	—	1	—
24	Janitor, . . .	2	2	12	8	—	5	—	4	—
26	Engineer and fireman, . . .	2	—	5	5	—	4	—	3	—
27	Civil engineer, . . .	2	—	16	8	—	2	—	—	—
32	Physician, . . .	—	—	—	—	—	—	—	1	—
35	Nurse, . . .	1	—	1	—	2	—	2	—	1
1	<i>North Adams.</i> Supervisor of wires, . . .	1	—	5	3	—	2	—	—	—
3	Clerk, . . .	1	—	3	—	1	—	2	—	—
7	Social worker, . . .	—	1	1	—	1	—	1	—	—
11	Inspector of wires, . . .	—	—	—	—	—	—	—	1	—
11	Water inspector, . . .	1	—	2	—	—	—	—	—	—

CITIES OTHER THAN BOSTON, AND TOWNS — Continued.

Class.	NAME OF POSITION.	NUMBER OF EXAMINATIONS.		Number of Applicants notified.	NUMBER EXAMINED.		NUMBER PASSED.		NUMBER OF EXAMINED PERSONS APPOINTED FROM THE ELIGIBLE LISTS.		
		General Competitive.	Non-competitive.		Males.	Fe-males.	Males.	Fe-males.	Males.	Fe-males.	VETERANS (CHAPTER 150, GENERAL ACTS OF 1919).
18	Ambulance driver and chauffeur, <i>Peabody</i> —Con.	1	—	1	—	—	—	—	—	—	—
21	Fireman,	2	—	21	9	—	8	—	8	—	6
21	Call fireman,	1	6	9	7	—	5	—	5	—	1
22	Foreman mechanic,	—	1	1	1	—	1	—	1	—	1
24	Janitor,	2	—	6	5	—	—	—	—	—	—
26	Engineer and fireman,	2	—	3	2	—	2	—	3	—	—
27	Civil engineer,	2	—	2	2	—	—	—	1	—	—
35	Nurse,	1	1	3	—	2	—	1	—	1	—
3	Clerk, <i>Pittsfield.</i>	2	1	10	1	1	—	2	—	2	—
5	Stockkeeper,	—	1	1	1	—	1	—	1	—	—
9	Stenographer,	1	—	3	—	1	—	—	—	—	—
11	Water inspector,	1	—	2	—	—	—	—	—	—	—

11	Inspector of slaughtering,	.	.	.	.	.	-	1	1	-	1	-	-	1
15	Policeman,	.	.	.	.	.	2	-	2	-	-	-	7	6
15	Policeman (promotion),	.	.	.	.	.	1	-	14	12	-	-	2	-
18	Ambulance driver and chauffeur,	.	.	.	.	.	1	1	3	1	-	-	1	-
21	Fireman,	.	.	.	.	.	1	-	4	2	-	-	2	2
21	Call fireman,	.	.	.	.	.	1	-	3	2	-	-	2	2
22	Foreman,	.	.	.	.	.	1	-	4	-	-	-	-	-
24	Janitor,	.	.	.	.	.	2	1	11	1	-	-	1	-
26	Assistant engineer,	.	.	.	.	.	-	1	1	1	-	-	-	-
27	Civil engineer,	.	.	.	.	.	2	-	4	-	-	-	1	-
32	School physician,	.	.	.	.	.	-	1	1	1	-	-	1	-
35	Nurse,	.	.	.	.	.	3	-	9	-	5	-	-	-
<i>Quincy.</i>														
1	Superintendent of cemeteries,	.	.	.	.	.	1	-	3	3	-	-	-	-
3	Clerk,	.	.	.	.	.	2	1	12	-	9	7	-	-
9	Stenographer,	.	.	.	.	.	1	-	1	-	1	-	1	-
11	Inspector of slaughtering,	.	.	.	.	.	-	1	1	1	-	-	1	-
11	Meat inspector,	.	.	.	.	.	-	1	1	1	-	-	1	-
15	Policeman,	.	.	.	.	.	3	-	27	24	-	-	9	5
15	Policeman (promotion),	.	.	.	.	.	1	3	21	20	-	-	7	-
18	Ambulance driver and chauffeur,	.	.	.	.	.	1	-	1	1	-	-	1	-
21	Fireman,	.	.	.	.	.	2	-	36	21	-	-	23	17

15	Policeman,	.	.	.	.	.	.	.	2	-	3	2	1	-	-	-
19	Attendance officer,	.	.	.	.	.	.	.	-	1	1	1	-	-	-	-
21	Fireman,	.	.	.	.	.	.	.	1	-	6	5	5	-	6	-
21	Fireman (promotion),	.	.	.	.	.	.	.	-	-	-	-	-	-	-	-
22	Foreman,	.	.	.	.	.	.	.	1	1	2	1	-	-	-	-
24	Janitor,	.	.	.	.	.	.	.	2	1	13	9	6	1	1	-
27	Civil engineer,	.	.	.	.	.	.	.	2	2	4	6	1	-	-	-
29	Electrician,	.	.	.	.	.	.	.	-	1	1	1	1	-	-	-
32	School physician,	.	.	.	.	.	.	.	-	1	1	1	1	-	1	-
35	Nurse,	.	.	.	.	.	.	.	1	1	2	-	-	1	-	-
1	Supervisor of motor apparatus,	.	.	.	.	.	.	.	-	1	1	1	1	-	1	-
3	Clerk,	.	.	.	.	.	.	.	2	-	2	-	-	1	-	-
9	Stenographer,	.	.	.	.	.	.	.	2	1	3	-	-	1	-	-
11	Water inspector,	.	.	.	.	.	.	.	1	-	1	-	-	-	-	-
15	Policeman,	.	.	.	.	.	.	.	1	-	2	1	-	-	-	-
17	Watchman-gateman,	.	.	.	.	.	.	.	1	-	1	-	-	-	-	-
21	Fireman,	.	.	.	.	.	.	.	2	-	10	8	5	-	13	-
21	Call fireman,	.	.	.	.	.	.	.	2	-	4	2	1	-	1	-
21	Fireman (promotion),	.	.	.	.	.	.	.	1	1	14	14	13	-	-	-
22	Foreman,	.	.	.	.	.	.	.	1	2	3	3	1	-	1	-
24	Janitor,	.	.	.	.	.	.	.	2	-	13	11	4	-	5	-

CITIES OTHER THAN BOSTON, AND TOWNS — Continued.

Class.	NAME OF POSITION.	NUMBER OF EXAMINATIONS.		Number of Applicants notified.	NUMBER EXAMINED.		NUMBER PASSED.		NUMBER OF EXAMINED PERSONS APPOINTED FROM THE ELIGIBLE LISTS.		
		General Competitive.	Non-competitive.		Males.	Fe-males.	Males.	Fe-males.	Males.	Fe-males.	VETERANS (CHAPTER 150, GENERAL ACTS OF 1919). Males. Fe-males.
26	Engineer and fireman, <i>Salem — Con.</i>	1	-	1	1	-	1	-	2	-	-
27	Civil engineer,	1	-	1	-	-	-	-	-	-	-
35	Nurse,	2	-	4	-	4	-	4	-	2	-
21	Fireman, <i>Saugus.</i>	1	-	1	-	-	-	-	-	-	-
3	Clerk, <i>Somerville.</i>	2	-	24	-	14	-	13	-	9	-
9	Stenographer,	1	-	2	-	1	-	1	-	-	-
11	Water inspector and meter reader,	1	-	1	1	-	1	-	1	-	1
15	Policeman,	2	-	14	11	-	7	-	5	-	4
15	Policeman (promotion),	-	-	-	-	-	-	-	2	-	-
18	Chauffeur (police),	1	-	3	3	-	3	-	1	-	-
21	Fireman,	2	-	98	62	-	40	-	31	-	27
24	Janitor,	2	-	17	14	-	7	-	3	-	2
26	Assistant engineer,	-	1	1	1	-	1	-	1	-	-

27	Civil engineer,	.	.	.	.	.	.	.	.	1	1	-	1	-	-	-
35	Nurse, . . . . .	.	.	.	.	.	.	.	.	1	-	-	2	-	2	-
2	Secretary, . . . . .	.	.	.	.	.	.	.	.	-	-	2	-	1	-	-
3	Clerk, . . . . .	.	.	.	.	.	.	.	.	2	35	4	21	3	18	11
3	Comptometer operator, . . . . .	.	.	.	.	.	.	.	.	-	1	-	1	-	1	-
3	Dentist's assistant, . . . . .	.	.	.	.	.	.	.	.	1	-	-	4	-	3	-
3	Timekeeper, . . . . .	.	.	.	.	.	.	.	.	-	1	1	-	1	1	1
4	Accountant, . . . . .	.	.	.	.	.	.	.	.	1	6	5	-	3	-	1
4	Bookkeeper, . . . . .	.	.	.	.	.	.	.	.	1	4	1	2	1	2	1
9	Telephone operator, . . . . .	.	.	.	.	.	.	.	.	1	2	-	1	-	1	-
9	Stenographer, . . . . .	.	.	.	.	.	.	.	.	2	7	-	6	-	2	-
11	Water inspector, . . . . .	.	.	.	.	.	.	.	.	1	1	-	-	-	2	-
11	Inspector (building), . . . . .	.	.	.	.	.	.	.	.	-	1	1	-	1	1	-
15	Policeman, . . . . .	.	.	.	.	.	.	.	.	2	37	28	-	13	-	22
15	Policeman (promotion), . . . . .	.	.	.	.	.	.	.	.	-	2	2	-	2	-	-
17	Watchman-gateman, . . . . .	.	.	.	.	.	.	.	.	2	9	8	-	5	3	1
21	Fireman, . . . . .	.	.	.	.	.	.	.	.	1	24	16	-	6	-	52
21	Fireman (promotion), . . . . .	.	.	.	.	.	.	.	.	-	-	-	-	-	5	-
22	Foreman, . . . . .	.	.	.	.	.	.	.	.	2	5	5	-	4	1	-
24	Janitor, . . . . .	.	.	.	.	.	.	.	.	2	1	28	-	18	-	10
26	Engineer and fireman, . . . . .	.	.	.	.	.	.	.	.	1	2	1	-	1	8	-

CITIES OTHER THAN BOSTON, AND TOWNS — Continued.

Class.	NAME OF POSITION.	NUMBER OF EXAMINATIONS.		Number of Applicants notified.	NUMBER EXAMINED.		NUMBER PASSED.		NUMBER OF EXAMINED PERSONS APPOINTED FROM THE ELIGIBLE LISTS.		
		General Competitive.	Non-competitive.		Males.	Fe-males.	Males.	Fe-males.	Males.	Fe-males.	VETERANS (CHAPTER 150, GENERAL ACTS OF 1919).
27	Civil engineer, Springfield — Con.	2	5	14	6	-	6	-	5	-	-
32	Medical inspector,	1	-	8	8	-	8	-	3	-	-
35	Nurse,	2	-	15	-	14	-	14	-	6	3
15	Policeman, Stoneham.	1	-	1	-	-	-	-	-	-	-
15	Policeman, Swampscott.	2	-	4	3	-	3	-	2	-	-
15	Policeman (promotion),	1	-	3	2	-	2	-	-	-	-
21	Fireman,	1	-	3	3	-	3	-	3	-	1
21	Fireman (promotion),	-	-	-	-	-	-	-	2	-	-
2	Secretary, Taunton.	-	1	1	1	-	1	-	1	-	-
3	Clerk,	2	3	14	-	4	-	3	-	3	-
5	Weigher,	-	1	1	1	-	1	-	1	-	-

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15	Policeman,	1	1	1	1	1	1	1	2	2	1	1
21	Fireman,	1	1	1	1	1	1	1	5	5	1	1
21	Fireman (promotion),	1	3	3	3	3	3	3	1	1	1	1
15	Policeman,	1	1	1	1	1	1	1	1	1	1	1
6	Deputy sealer of weights and measures,	1	1	1	1	1	1	1	1	1	1	1
11	Plumbing inspector,	1	1	1	1	1	1	1	1	1	1	1
15	Policeman,	1	1	1	1	1	1	1	1	1	1	1
21	Fireman (promotion),	1	4	4	4	4	4	4	2	2	1	1
1	Master of almshouse,	1	1	1	1	1	1	1	1	1	1	1
3	Clerk,	3	9	3	4	1	1	1	2	1	1	1
11	Milk inspector,	2	2	2	2	1	1	1	1	1	1	1
11	Water inspector and meter reader,	1	1	1	1	1	1	1	1	1	1	1
11	Plumbing inspector,	1	1	1	1	1	1	1	1	1	1	1
15	Policeman,	1	5	2	2	2	2	2	1	1	1	1
21	Fireman,	1	1	1	1	1	1	1	1	1	1	1
24	Janitor,	2	6	6	6	6	6	6	2	2	1	1
32	Dentist,	1	1	1	1	1	1	1	1	1	1	1
32	Eye specialist,	1	1	1	1	1	1	1	1	1	1	1
32	Physician,	1	1	1	1	1	1	1	1	1	1	1

*West Springfield.**Winthrop.**Woburn.*

CITIES OTHER THAN BOSTON, AND TOWNS — *Concluded.*

Class.	NAME OF POSITION.	NUMBER OF EXAMINATIONS.		Number of Applicants notified.	NUMBER EXAMINED.		NUMBER PASSED.		NUMBER OF EXAMINED PERSONS APPOINTED FROM THE ELIGIBLE LISTS.			
		General Competitive.	Non-competitive.		Males.	Fe-males.	Males.	Fe-males.	Males.	Fe-males.	VETERANS (CHAPTER 150, GENERAL ACTS OF 1919).	
										Males.	Fe-males.	
3	Clerk, Worcester.	2	5	91	11	48	7	47	4	19	1	1
3	Laboratory assistant,	-	1	1	1	-	1	-	1	-	-	-
5	Stockkeeper,	-	1	1	1	-	1	-	1	-	-	-
6	Deputy sealer of weights and measures,	1	-	6	3	-	1	-	1	-	1	-
9	Telephone operator,	1	1	2	-	1	-	1	-	1	-	-
9	Stenographer,	2	1	9	-	7	-	5	-	1	-	-
11	Milk inspector,	1	-	10	7	-	1	-	1	-	1	-
11	Water inspector,	1	1	9	6	-	3	-	1	-	1	-
11	Gas-fitting inspector,	1	-	13	12	-	7	-	1	-	1	-
11	Forestry inspector,	-	-	-	-	-	-	-	1	-	1	-
15	Policeman,	1	-	35	29	-	19	-	10	-	10	-
15	Policeman (promotion),	1	-	95	83	-	83	-	1	-	-	-

17	Watchman-gateman,	.	.	.	.	.	2	-	6	4	-	2	-	-	-	-	-
19	Attendance officer,	.	.	.	.	.	-	-	-	-	-	-	-	1	-	-	-
21	Fireman,	.	.	.	.	.	1	-	21	12	-	5	-	71	-	56	-
21	Fireman (promotion),	.	.	.	.	.	2	-	61	59	-	57	-	7	-	-	-
22	Foreman,	.	.	.	.	.	1	-	6	6	-	2	-	1	-	-	-
24	Janitor, . . . . .	.	.	.	.	.	2	1	26	15	-	9	-	4	-	-	-
26	Engineer and fireman,	.	.	.	.	.	4	2	8	6	-	5	-	5	-	-	-
27	Civil engineer,	.	.	.	.	.	2	5	12	8	-	1	-	-	-	-	-
34	Assistant chemist, . . . . .	.	.	.	.	.	-	1	1	1	-	2	-	2	-	-	-
35	Nurse, . . . . .	.	.	.	.	.	1	2	12	-	8	-	4	-	4	-	1
							576	374	4,116	2,429	591	1,782	460	1,500	259	798	13

SUMMARY OF OFFICIAL SERVICE.

SERVICE.	NUMBER OF EXAMINATIONS.		Number of Applicants notified.	NUMBER EXAMINED.		NUMBER PASSED.		NUMBER OF EXAMINED PERSONS APPOINTED FROM THE ELIGIBLE LISTS.			
	General Competitive.	Non-competitive.		Males.	Fe-males.	Males.	Fe-males.	Males.	Fe-males.	VETERANS (CHAPTER 150, GENERAL ACTS OF 1919).	
											Males.	Fe-males.
Commonwealth service,	49	210	3,060	1,015	1,335	591	886	216	422	51	2
Boston service,	54	52	3,006	2,152	290	1,232	204	789	70	539	1
Cities other than Boston, and towns,	576	374	4,116	2,429	591	1,782	460	1,500	259	798	13
	679	636	10,182	5,506	2,216	3,605	1,550	2,506	781	1,386	16
	1,315		10,182	7,812		5,155		3,287		1,402	

LABOR SERVICE.

Number Registered, Certified, Appointed and Discharged.

	Number reg- istered.	Requisi- tions received.	Number called for.	Number certified.	Number em- ployed.	Number reported dis- charged or sus- pended.
Commonwealth,	1,558	138	815	1,109	693	600
Boston,	2,831	154	649	1,284	622	458
Brookline,	103	32	112	107	73	46
Cambridge,	281	16	54	40	67	42
Everett,	113	34	181	140	92	46
Fall River,	248	48	513	578	307	185
Fitchburg,	39	30	280	72	209	214
Lowell,	711	54	151	255	115	47
Lynn,	347	30	301	130	179	116
New Bedford,	1,061	51	574	637	636	419
Newton,	239	52	512	207	324	205
Revere,	11	9	188	5	103	67
Somerville,	124	14	45	88	49	32
Worcester,	1,030	78	1,089	379	881	341
Totals,	8,696	740	5,464	5,031	4,350 ¹	2,818

¹ Of this number, 608 were veterans.*Examination for Life Guard and Helper.*

	Notified for Exami- nation.	Number examined.	Number passed.	Number failed.
Boston,	45	18	18	—
Commonwealth,	8	1	1	—
Cambridge,	10	5	5	—
Lowell,	3	3	3	—
New Bedford,	6	2	2	—

Physical Examination.

	Notified for Exami- nation.	Number examined.	Number passed.	Number failed.
City of Boston,	730	460	427	33
City of Cambridge,	51	38	28	10

Practical Test for Teamsters.

City of Boston,	250	187	146	41
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Number of Present Employees in Labor Service classified under Civil Service Rules.

State,	1,098	Lynn,	788
Boston,	3,394	New Bedford,	1,730
Brookline,	1,191	Newton,	951
Cambridge,	782	Revere,	262
Everett,	265	Somerville,	559
Fall River,	1,261	Worcester,	843
Fitchburg,	31		
Lowell,	1,087	Total,	14,242

PHYSICAL EXAMINATIONS.

OFFICIAL SERVICE.

Number of applicants examined:—

Police,	1,170
Fire,	471
Drawtenders,	40
Sanitary inspectors,	7
Detectives,	39
Nurses and health instructors,	85
Gymnasium instructor,	1
Foremen,	44
Sealer of weights and measures,	7
Attendance officers,	46
Watchmen,	64
Agent, State Board of Pharmacy,	1
Supervisor of autos (Boston),	7
Janitors,	218
Stationary firemen and engineers,	208
Investigator (Boston health department),	26
Wayfarers' Lodge,	6
Transportation officers,	5
Janitress service,	5
Electricians,	4
Fire promotions,	29
Police chauffeurs,	11
Health agent,	1
Mechanic (fire department),	7
Instructor in cloth making,	1
Meter readers,	6
Director of field work,	2
Ambulance drivers,	26
Fish and game warden,	1
Commissioner of correction,	1
Blacksmith instructor,	1
Swimming instructors,	4
Building inspectors,	17
Head farmers,	4
Clinic physicians,	13

Police promotions,	9
Chemist,	2
Superintendent of cemeteries,	1
Superintendent of the broom shop,	1
Superintendent of Cambridge Field,	1
Police woman,	1
Investigator of farm labor,	1
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Total,	2,594

Number of applicants rejected: —

Police,	244
Fire,	26
Drawtenders,	3
Sanitary inspectors,	2
Detectives,	3
Nurses and health instructors,	5
Watchmen,	6
Foremen,	6
Stationary firemen and engineers,	10
Investigator (Boston health department),	1
Janitors,	51
Meter reader,	1
Attendance officer,	1
Chemist,	1
Director of field work,	1
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Total,	361

Causes for rejection: —

Strength test,	220
Defective vision,	44
Under height,	39
Under weight,	41
Varicose veins,	17
Defective feet,	1
Defective teeth,	1
Hernia,	70
Obesity,	3
Defective heart,	62
Defective lungs,	30
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Total,	528

Rejected for more than one reason,	146
General condition poor,	2

LABOR SERVICE.

Number of lifeguards examined,	29
Number of laborers examined,	353
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	382
Number of laborers rejected,	32
Total number examined in both services,	2,976

DEPARTMENT OF CIVIL SERVICE AND REGISTRATION

DIVISION OF CIVIL SERVICE

STATE HOUSE, BOSTON (9), MASS.

SCHEDULE OF REGULAR EXAMINATIONS FOR 1921.

Class 3. Clerks and Messengers.	State, Boston and Metropolitan District, Jan. 8, 1921, July 9, 1921.
Class 3. Clerks and Messengers.	State and outside cities and towns, Jan. 22, 1921, July 23, 1921.
Class 6. Sealers of Weights and Measures.	May 25, 1921.
Class 9. Stenographers.	State, Boston and Metropolitan District, April 16, 1921, Oct. 15, 1921.
Class 9. Stenographers.	State and outside cities and towns, April 30, 1921, Oct. 29, 1921.
Class 9. Telephone Operators.	Feb. 9, 1921.
Class 11. Water Inspectors (meter readers).	March 18, 1921.
Classes 14, 15 and 16. Police.	For applicants who reside in Boston and cities in the Metropolitan District, Sept. 1, 1921.
Class 15 and 16. Police (cities and towns outside of Boston).	For applicants who reside in cities outside of the Metropolitan District, Sept. 16, 1921.
Class 17. Watchmen, Gatemen and Guards.	June 16, 1921.
Class 20. Boston Fire.	June 10, 1921, Dec. 2, 1921.
Class 21. Fire (cities and towns outside of Boston).	June 24, 1921, Dec. 16, 1921.
Class 22. Foremen of Laborers, Inspectors of Work.	Dec. 9, 1921.
Class 24. Janitors.	May 27, 1921, Nov. 25, 1921.
Class 25. Drawtenders and Assistant Drawtenders.	Oct. 19, 1921.
Class 26. Engineers and Firemen.	March 4, 1921, June 3, 1921, Sept. 2, 1921, Dec. 2, 1921. ¹
Class 27. Civil Engineers.	May 2, 1921, Nov. 7, 1921.
Class 35. Nurses.	March 4, 1921.

Only citizens of the United States who have been residents of Massachusetts for the past year have a right to apply for civil service examinations.

Application blanks may be obtained by applying in person or by letter at the office of the Department of Civil Service and Registration, Division of Civil Service, Rooms 148-152, State House, Boston 9, or to the civil service representative in the different cities, and, when filled out, should be filed at once in the civil service office, State House.

In order to receive notice for any examination, an applicant should have his application on file at least ten days before the date set for holding the examination; however, persons filing applications later than this date may be notified at the discretion of the Commissioner of Civil Service.

Additional examinations for the classes named above, and special examinations for other classes, will be held as the need of the service demands.

PAYSON DANA,

Commissioner of Civil Service.

¹ The dates for stationary engineers and firemen are not actual examination dates, but the dates on which, as nearly as possible, applicants who have filed applications during the preceding three months will be given a physical examination.



